



# Army Benefits Center- Civilian



## ABC-C CSRS/FERS Briefing

### Europe Region

**Presented By: Cynthia Porter & Atlanta Snowden**

**September 13 - 24, 2004**

# ABC-C STAFF

ABC-C Staff consists of:

- 51 Counselors (6 counselors are working Leaders)
- 16 Support Staff
- 4 Automators
- 3 Branch Supervisors
- 1 Chief
- 1 Student Career Employment
- Total Service Population: 222,761
- ABC-C staff ratio 1:3366

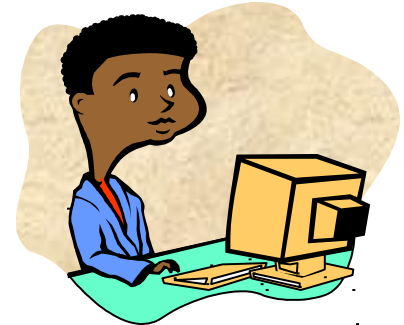


# **ABC-C AUTOMATED SYSTEMS**

## **EBIS – Web Based**

### **Advantages:**

- **Customer-friendly**
- **Available almost 24 hours a day**
- **Secure site**
- **Ability to read at convenience**
- **Ability to print screens of information**
- **Can process benefits transaction without counselor assistance**
- **Ability to print pending benefit forms**



### **Disadvantages:**

- **No connection to a counselor**
- **Requires use of the Point of Entry security information**
- **Not everybody has access to a computer**

# **ABC-C AUTOMATED SYSTEMS**

## **IVRS - Telephone**

### **Advantages:**

- **Can connect with a counselor if needed**
- **Available to those without computer access**
- **Requires use of SSN and PIN only**
- **Can process benefit transactions without counselor assistance**
- **Can receive faxed back copies of documents (e.g. FEHB enrollment form, Info Sheets, etc.)**
- **Counselors are available 12 hours a day**
- **Available almost 24 hours a day**

### **Disadvantages:**

- **Must listen to scripts**



# IVRS TRANSACTIONS

IVRS  
(TELEPHONE)  
1-877-276-9287

## **Counselor-Assisted Calls (05/01/04 - 07/31/04)**

### May 2004

6,460 Total Calls

Total Calls

:37 Avg. Answer Time

Avg. Answer Time

9:46 Avg. Call Length 9:20

2:52 Avg. Wrap-up Time

Wrap-up Time

### June 2004

8,361 Total Calls

:38 Avg. Answer Time

Avg. Call Length 9:35

2:51 Avg. Wrap-up Time

### July 2004

7,025

:35

Avg. Call Length

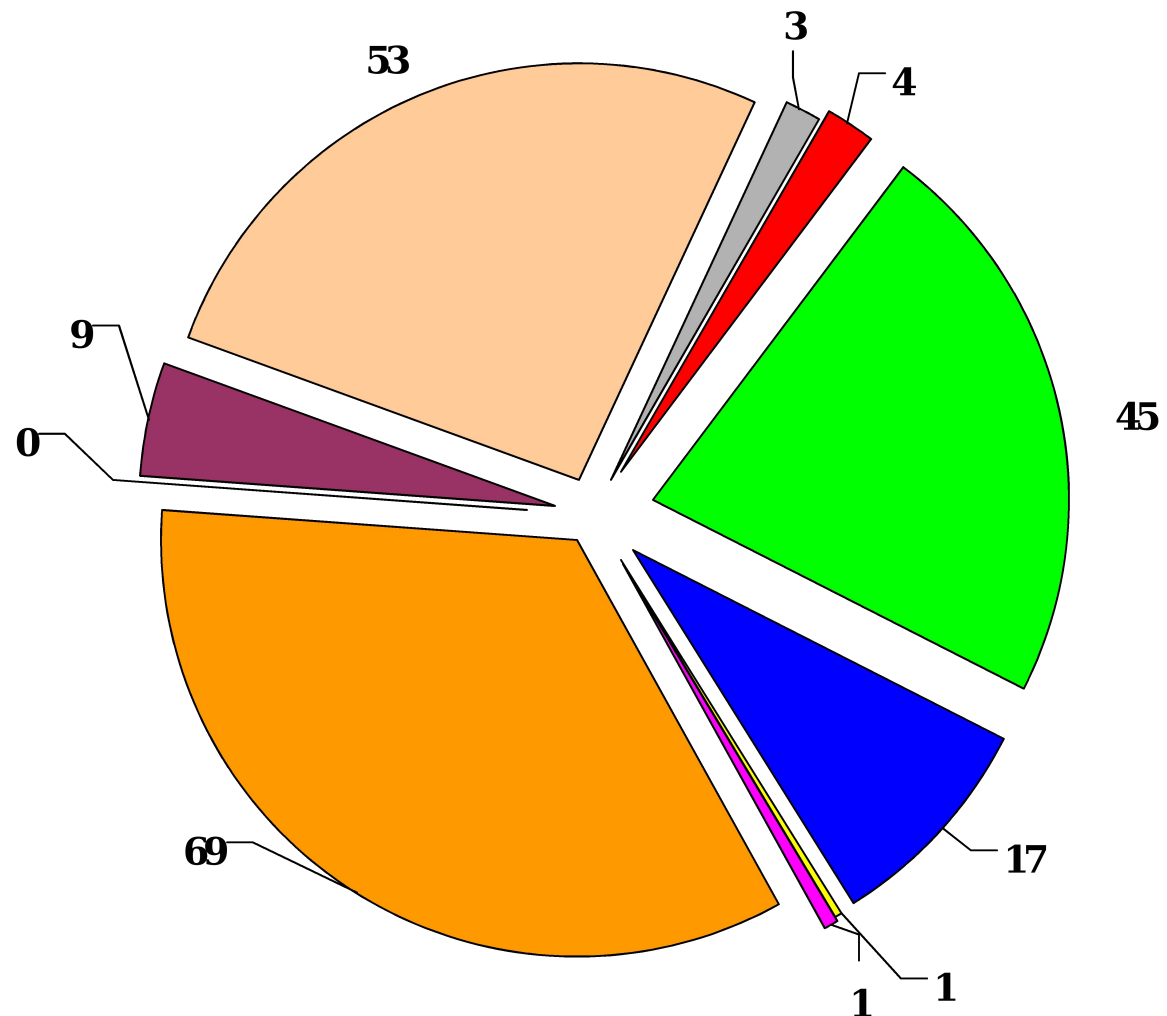
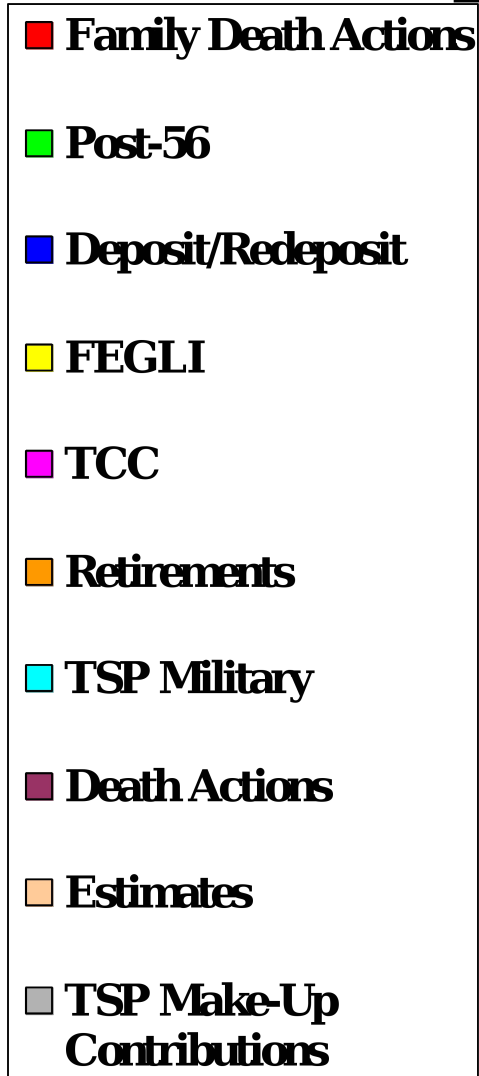
3:37 Avg.

**Peak Times are between 8:00 a.m. and 2:00 p.m.**

**ABC-C Benefit Counselors are available from 6:00 a.m. to 6:00 p.m. CST.**

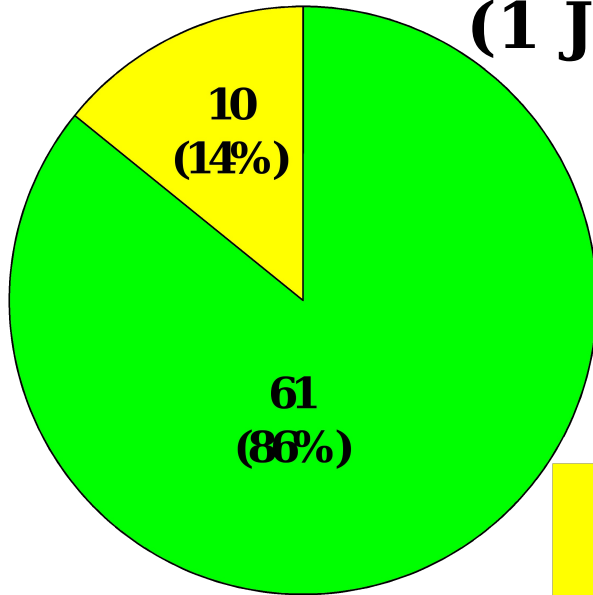
# Europe Region Production Summary

1 January - 30 June 2004



# Europe Region Non-Disability Retirements/Payroll Suspense

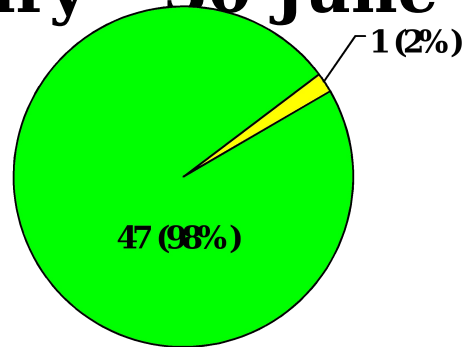
(1 January - 30 June 2016)



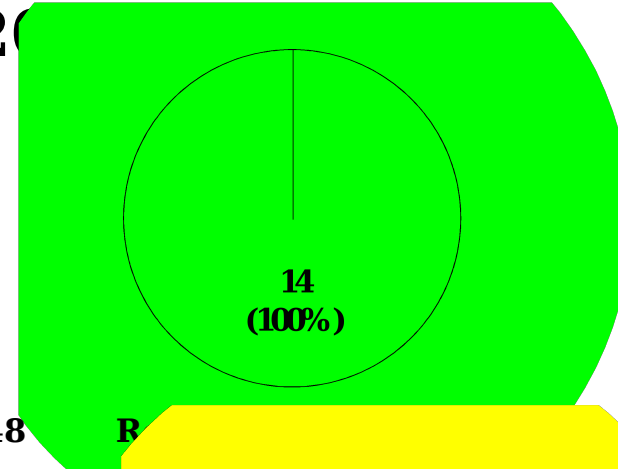
**Total Received: 71**

■ Met

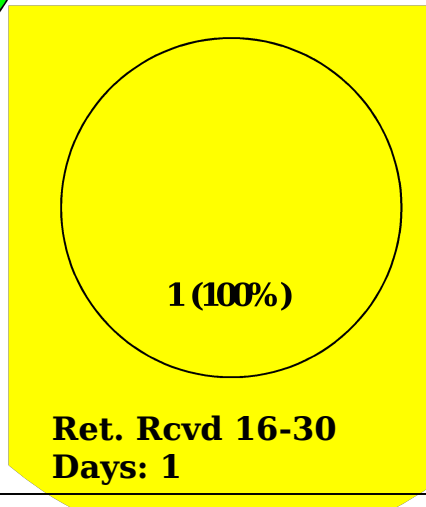
■ Did Not Meet



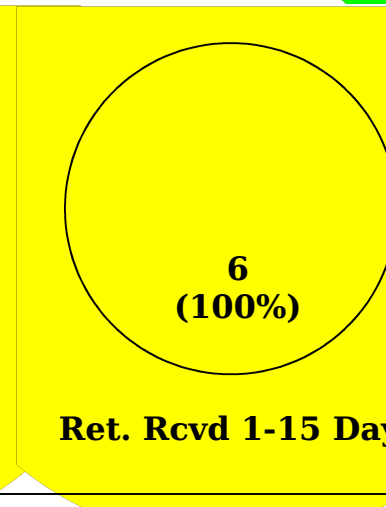
**Ret. Rcvd More Than 60 Days: 48**



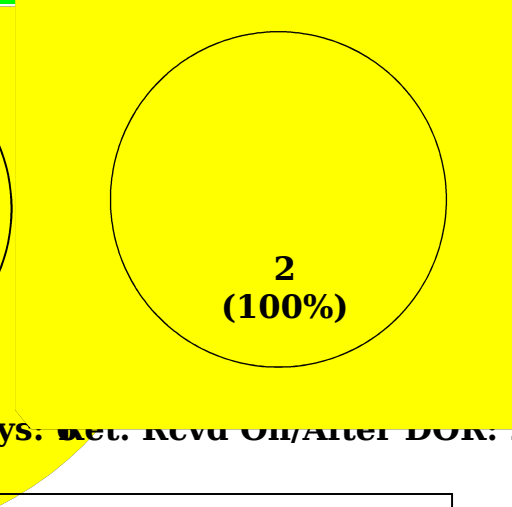
**R**



**Ret. Rcvd 16-30  
Days: 1**



**Ret. Rcvd 1-15 Days:**



**Ret. Rcvd On/After DOR: 2**

Army Goal: Submit to DFAS NLT 5 working days prior to DOR.

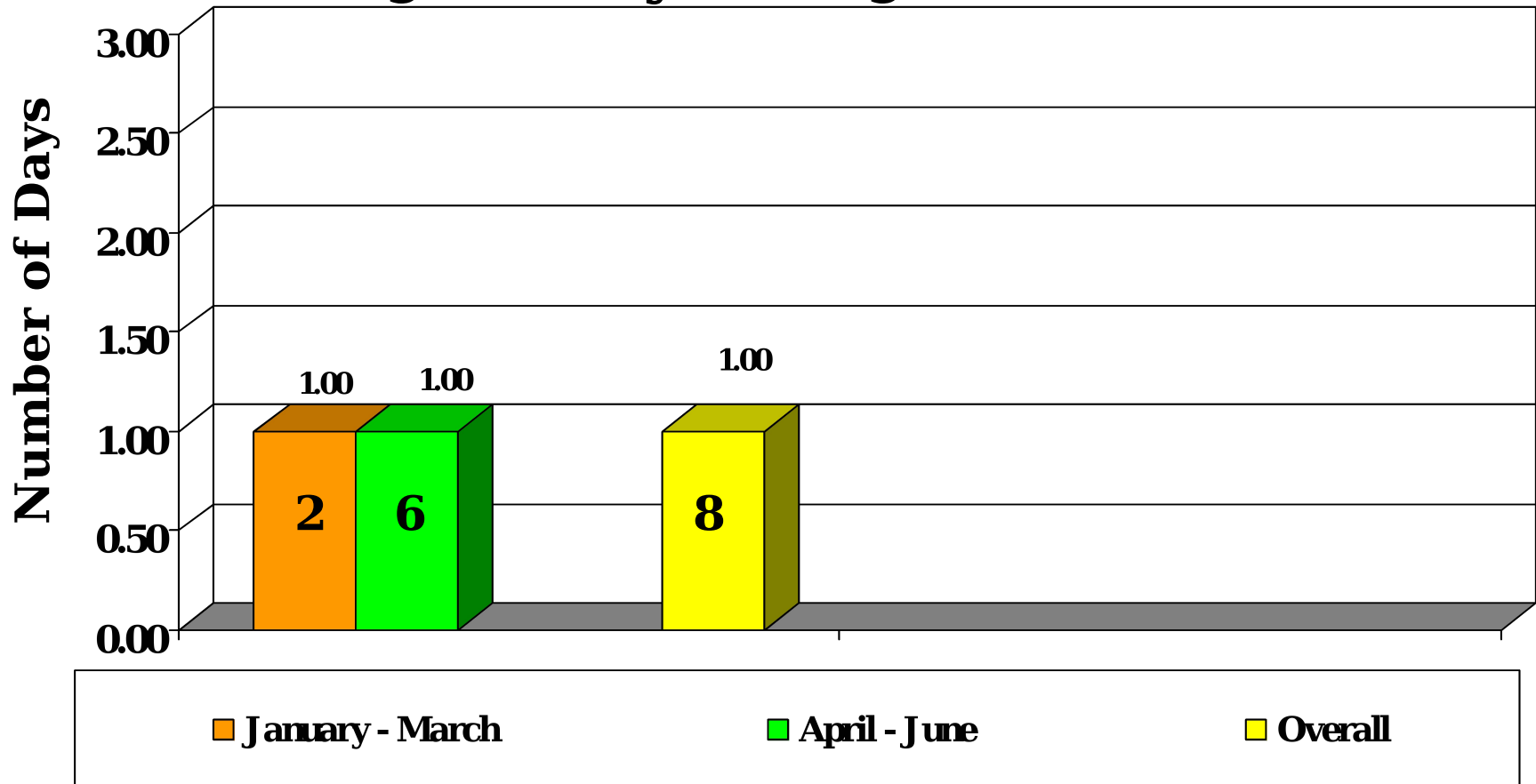
ABC-C calculates timeliness from date complete retirement package is received to date package submitted to DFAS.

ABC-C tracks calendar days.

# Europe Region

## Death Claim Turnaround Time

### 1 January - 30 June 2004



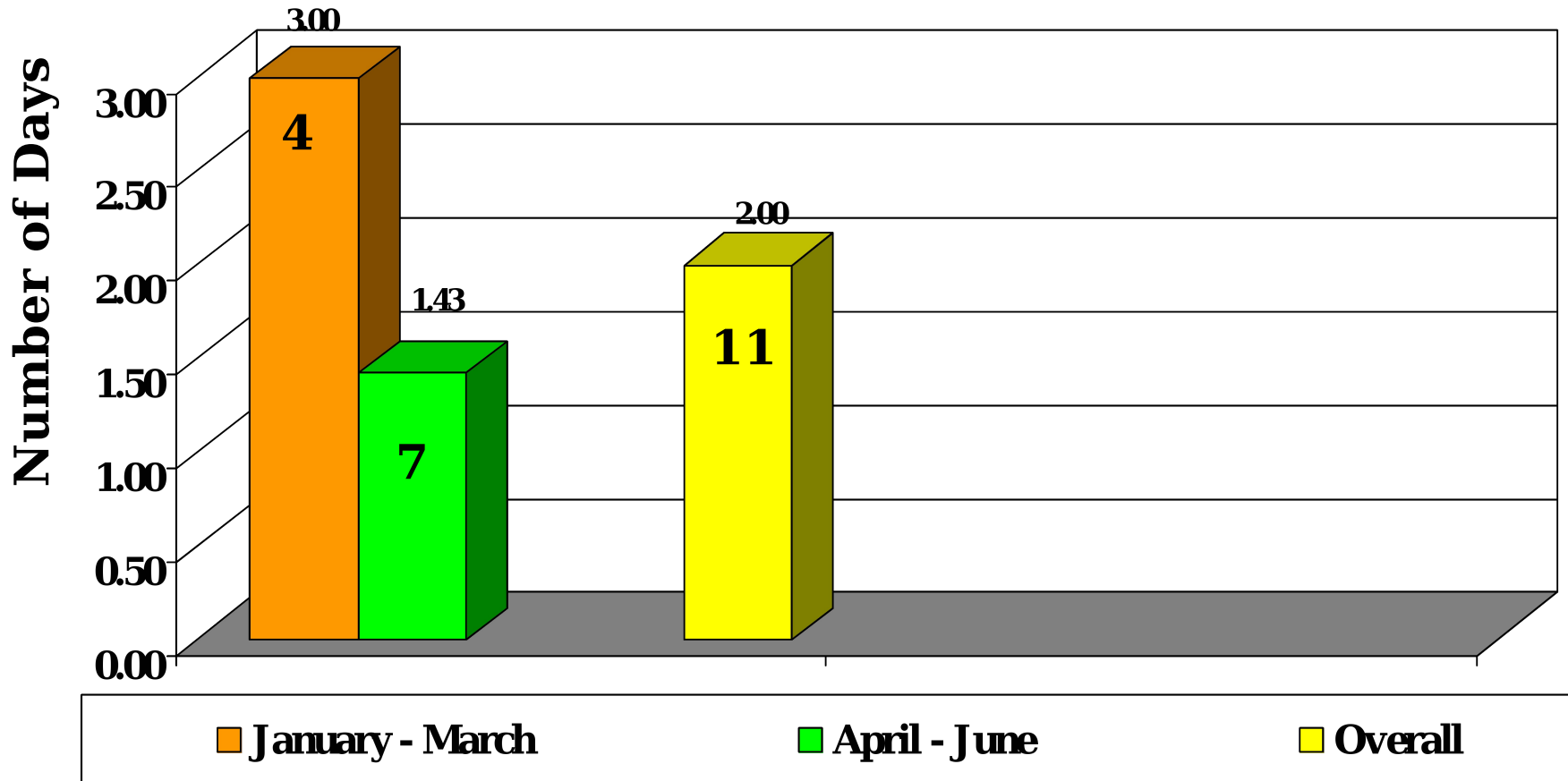
Army Goal: Death submitted to DFAS NLT 5 working days after date survivor signs and dates death benefits claims.

ABC-C tracks timeliness as date of OPF receipt to date Quick Pay is faxed to OPM for deaths processed under expedited procedures (or) date claim form is received from survivor to date claim form sent to DFAS for deaths processed under lump sum procedures. ABC-C tracks calendar days rather than working days.

# Europe Region

## Disability Claim Turnaround Time

### 1 January - 30 June 2004



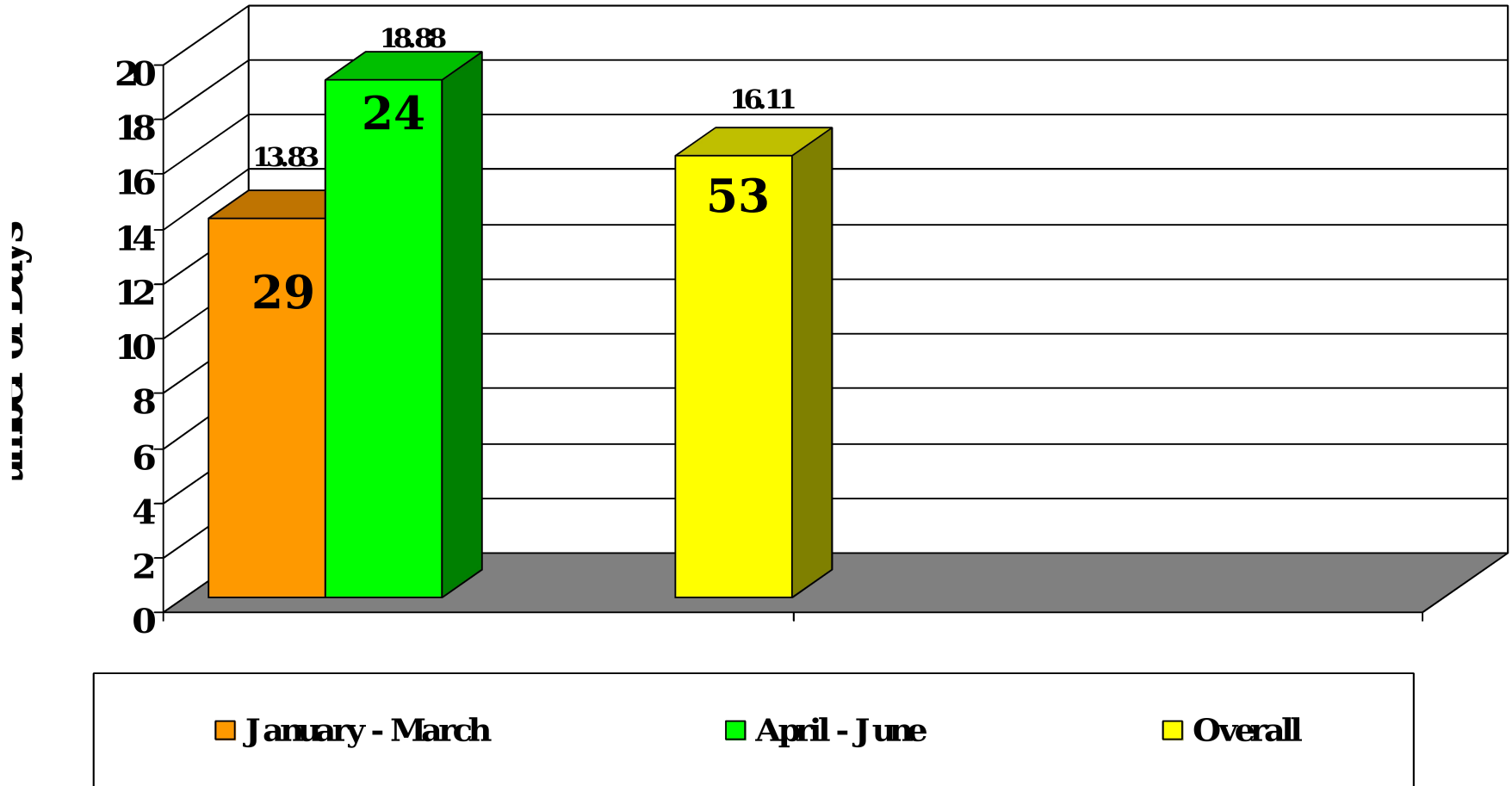
Army Goal: Submitted to DFAS NLT 5 working days following receipt of all documentation.

ABC-C tracks timeliness from date of receipt of OPF to date sent to payroll (or) date last item received in order to work the preliminary retirement package to date sent to payroll, whichever is later. ABC-C tracks calendar days rather than working days.

# Europe Region

## Retirement Estimate Turnaround Time

### 1 January - 30 June 2004



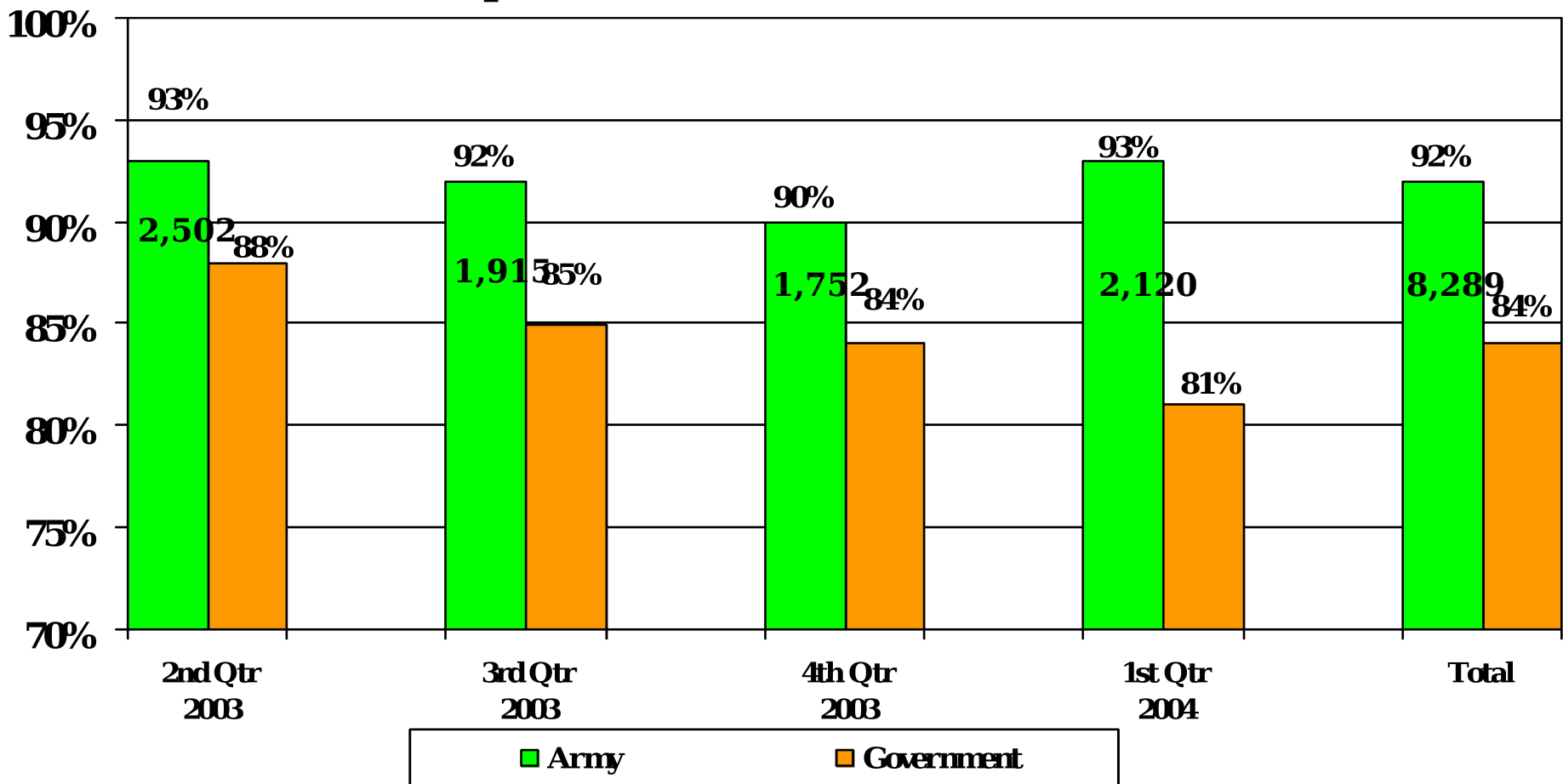
NOTE: These are requests for comprehensive retirement annuity printouts that aren't associated with an individual retirement package.

CHRA Goal: 14 days following receipt of estimate request

# Department of the Army

## Aging of Separations Report

(1 April 2003 - 31 March 2004)



CHRA Goal: 14 days following receipt of estimate request.

Note: These are requests for comprehensive retirement annuity printouts that are not associated with an individual retirement package.

# Continuing Challenges

- Last Minute VERA/VSIP approvals.
- Late submission of retirement packages.
  - Direct correlation between packages submitted less than 30 days of DOR and inability to meet timeliness goals.
- FERCCA
- Relieving CPAC of Benefits Workload
- DCPDS Database Quality

# Success Stories

## Retiree Satisfaction Survey

- 4-page surveys were mailed June 2003
- Random sample of 5,193 retirees
- 60% response rate-very high
- Overall, retirees were very satisfied with:
  - ABC-C counselors being helpful and friendly
  - Quality of the pre-retirement seminar
  - Usefulness of information from the website
  - Estimates and final payments

# Success Stories

- Counselor Wait Time
- Site Assistance Visits
- Partnership with DFAS
- Video Tele-Training (VTTs)
- Employee Retirement Guide
- New Employee Flyer



# Benefits Information for New Army Employees

June 2004

**Welcome to Federal employment with the Department of the Army (DA).**  
**Your appointment may provide valuable benefits for you and your eligible family members.**

This information is intended for employees who are eligible for Federal benefits. Generally, employees hired on, or converted to appointments described as permanent or indefinite, are eligible for Federal benefits. This information is very important to you personally, as it is your responsibility to understand and manage your Federal benefits. Benefit elections have firm time limitations. Opportunities to enroll or change enrollment are infrequent. (Note: Benefits and entitlements as described in this chart may be different for certain groups of employees, such as reemployed annuitants or those on a part-time or intermittent work schedule.)

**Army Benefits Center - Civilian (ABC-C)**

DA employees obtain benefits counseling and processing services from the ABC-C. You may access the ABC-C by website at <https://www.abc.army.mil> - from the ABC-C Homepage, click on *Benefits/EBIS*. If you have not created your Point-Of-Entry (POE) password, you will need to click on *Set Password*. You must enter your SSN, Service Computation Date (SCD) for Leave, Date of Birth (DOB), civilian pay plan, grade, step, and email address. Most of these items are found on your SF 50-B, Notification of Personnel Action (NPA) and the Leave and Earnings Statement (LES). You will then be prompted to create your POE password. Upon your first access, click on the *New User* button. You will enter a temporary four-digit Personal Identification Number (PIN\*), and then enter and verify your custom six-digit PIN. You may also contact the ABC-C by phone at 1-877-276-9287 (toll-free) (TDD: 1-877-276-9833). You will be prompted to enter your SSN and temporary PIN\* and create your custom six-digit PIN. You may press zero (0) within any menu such as FEHB, TSP, etc., to speak with a benefits counselor Monday through Friday from 6:00 a.m. to 6:00 p.m. Central Time (CT). (OCONUS phone numbers are available on the ABC-C website.)

\*For the web and phone systems, your temporary four-digit PIN is equal to the month and year of your birth (e.g., if your birth date is 05-03-1965, your temporary PIN will be 0565). Do not share your ABC-C POE password or PIN with anyone. Do not allow others, such as office administrative personnel, to have access to your account or make benefit changes for you. You are responsible for the security of your account; change your PIN immediately if you believe that it has been

<b>BENEFIT OPTIONS</b>	<b>ELECTION PERIOD (From the effective date of the appointment)</b>	<b>INFORMATION To learn more, visit the ABC-C web site as well as the following:</b>	<b>ENROLLMENT To make an election, contact:</b>
<b>Federal Employees Group Life Insurance (FGLI)</b>	31 days	<a href="http://www.opm.gov/insure/life/">http://www.opm.gov/insure/life/</a>	<b>ABC-C</b>
<b>Federal Employees Health Benefits (FEHB)</b>	60 days	<a href="http://www.opm.gov/insure/health/">http://www.opm.gov/insure/health/</a>	<b>ABC-C</b>
<b>Thrift Savings Plan (TSP) (retirement savings plan)</b>	60 days	<a href="http://www.tsp.gov">www.tsp.gov</a>	<b>ABC-C</b>
<b>Long Term Care (LTC) Insurance</b>	60 days (For abbreviated underwriting application)	<a href="http://www.opm.gov/insure/ltc">www.opm.gov/insure/ltc</a> or <a href="http://www.ltcfeds.com">www.ltcfeds.com</a>	<a href="http://www.ltcfeds.com">www.ltcfeds.com</a> or call <b>1-877-LTC-FEDS (1-877-582-3337)</b>
<b>Flexible Spending Accounts (FSA) (for health care and dependent care expenses)</b>	60 days (Or by October 1 <sup>st</sup> , whichever occurs first)	<a href="http://www.opm.gov/insure/pretax/fsa/">www.opm.gov/insure/pretax/fsa/</a> or <a href="http://www.fsafeds.com">www.fsafeds.com</a>	<a href="http://www.fsafeds.com">www.fsafeds.com</a> or call <b>1-877-FSAFEDS (1-877-372-3337)</b>
<b>Election of FERS (CSRS/CSRS Offset only)</b>	6 months	<a href="http://www.opm.gov/fers_election/fersh/h_toc.htm">www.opm.gov/fers_election/fersh/h_toc.htm</a> <a href="http://www.opm.gov/fers_election/html/3109.pdf">www.opm.gov/fers_election/html/3109.pdf</a>	<b>Your local Civilian Personnel Advisory Center</b>

# ANY QUESTIONS?



# CSRS/FERS RETIREMENT OVERVIEW



**ARMY**

**BENEFIT**

**S**

**CENTER —**

**CIVILIA**

**N**

# **INTRODUCTION**

**ABC-C MISSION:** Provides a full range of Benefits & Entitlements services to all appropriated fund Army employees world-wide through a centralized automated center.

**ABC-C SERVICES:** Provides advisory services and processes transactions for:

**Federal Employees Health Benefits (FEHB)**

**Federal Employees Group Life Insurance (FEGLI)**

**Thrift Savings Plan (TSP)**

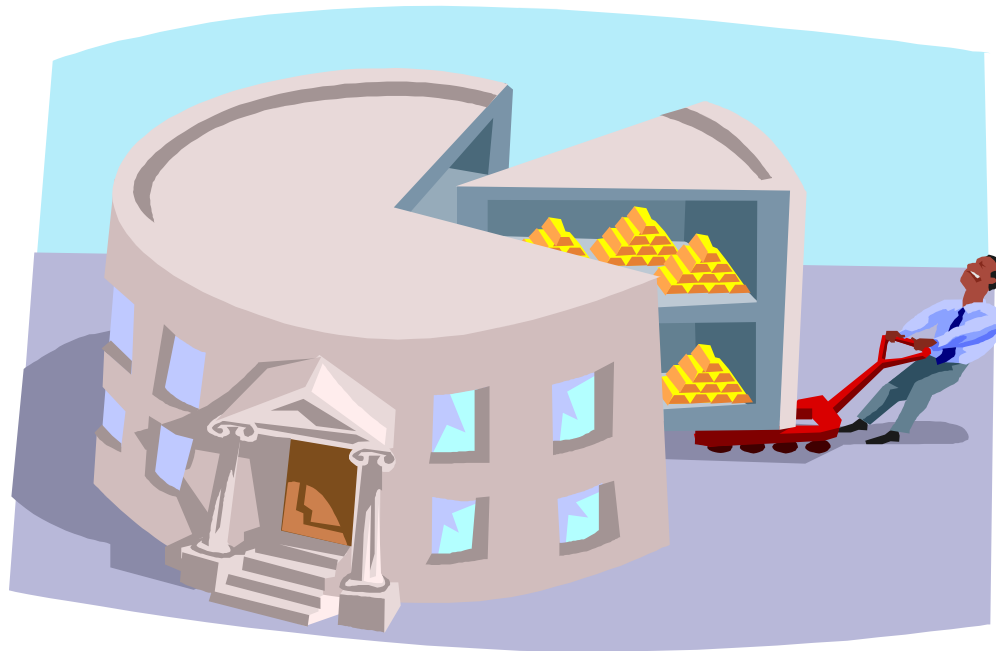
**Retirement (FERS & CSRS)**

**Survivorship (Death Claim Processing)**

# RETIREMENT DECISIONS

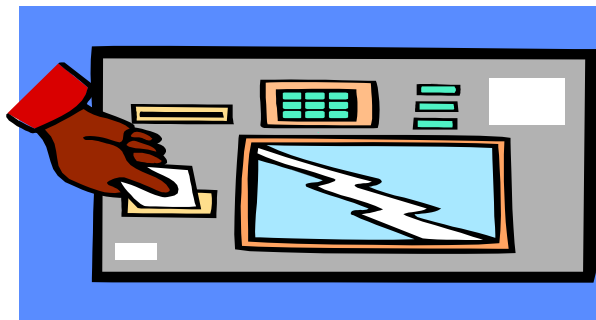


# **CIVILIAN DEPOSIT/ REDEPOSIT CSRS/FERS**



# What is Deposit Service?

- Any period of creditable service during which retirement deductions are not taken
- Generally, non-career time such as temporary or indefinite service
- Also known as non-deduction service



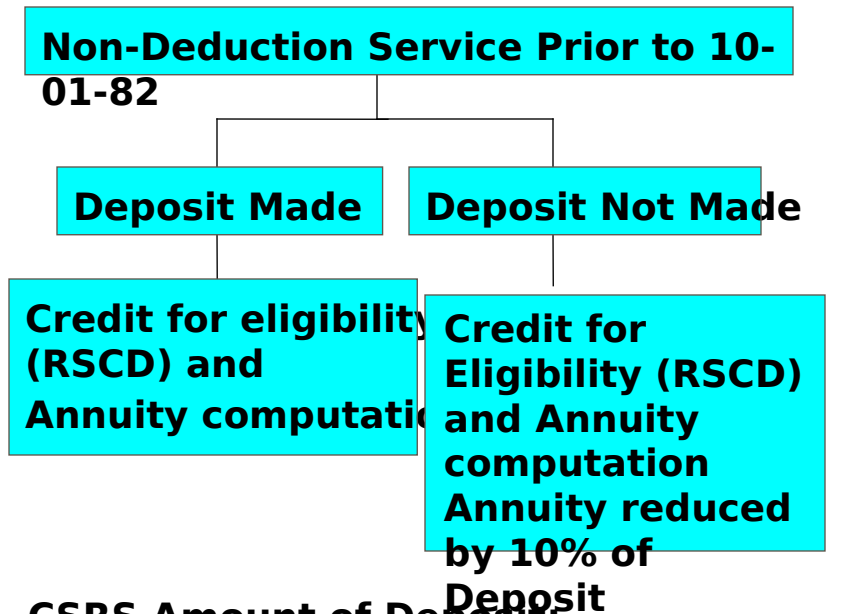
# DEPOSIT SERVICE

- **However, it can also be service that was not considered Federal employment at the time it was performed, but for which a subsequent change in law now allows credit for retirement annuity computation purposes.**



# DEPOSIT SERVICE

## DEPOSIT SERVICE (CSRS)

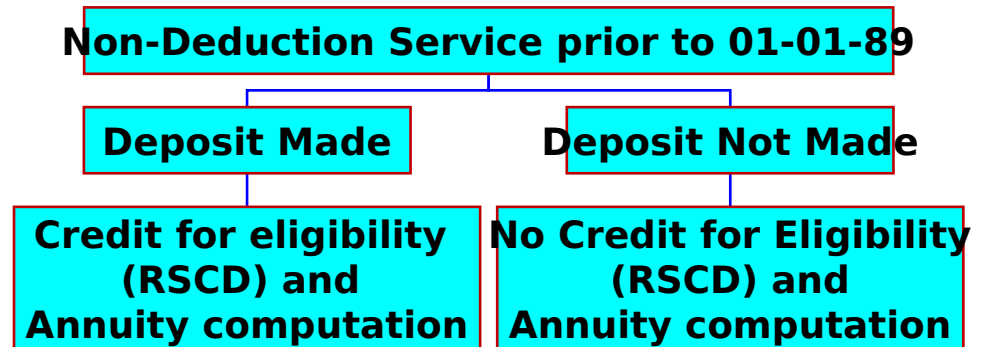


CSRS Amount of Deposit:

**\*7% of earnings + Interest\***

**\*Varies by the date service was performed**

## DEPOSIT SERVICE (FERS)

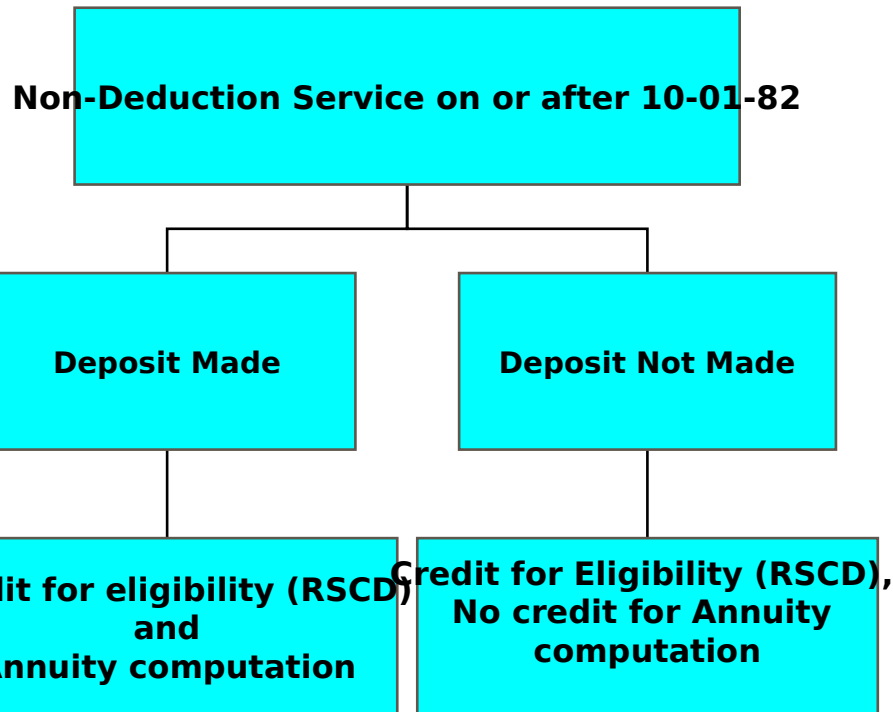


**FERS Amount of Deposit: 1.3% of basic pay earned + interest**

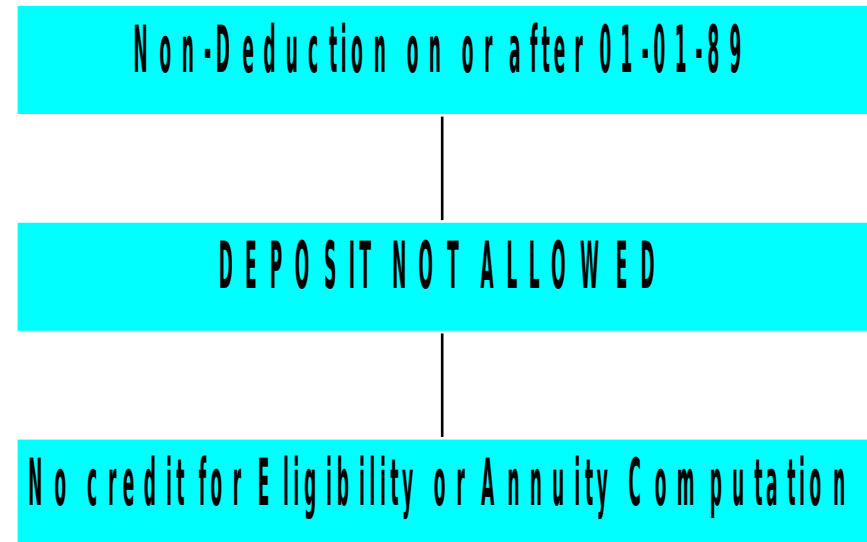
- FERS with CSRS component, CSRS rules apply
- FERS with no CSRS component, FERS rules apply

# DEPOSIT SERVICE

## Deposit Service (CSRS)



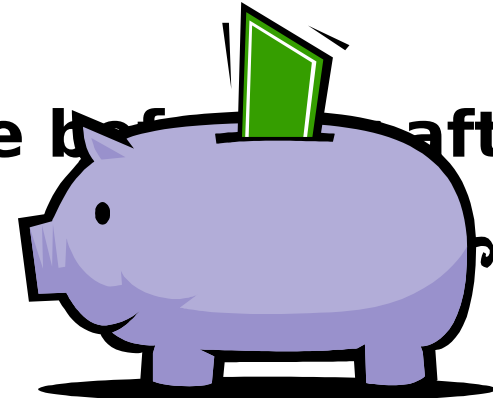
## Deposit Service (FERS)



# WHAT IS REDEPOSIT?

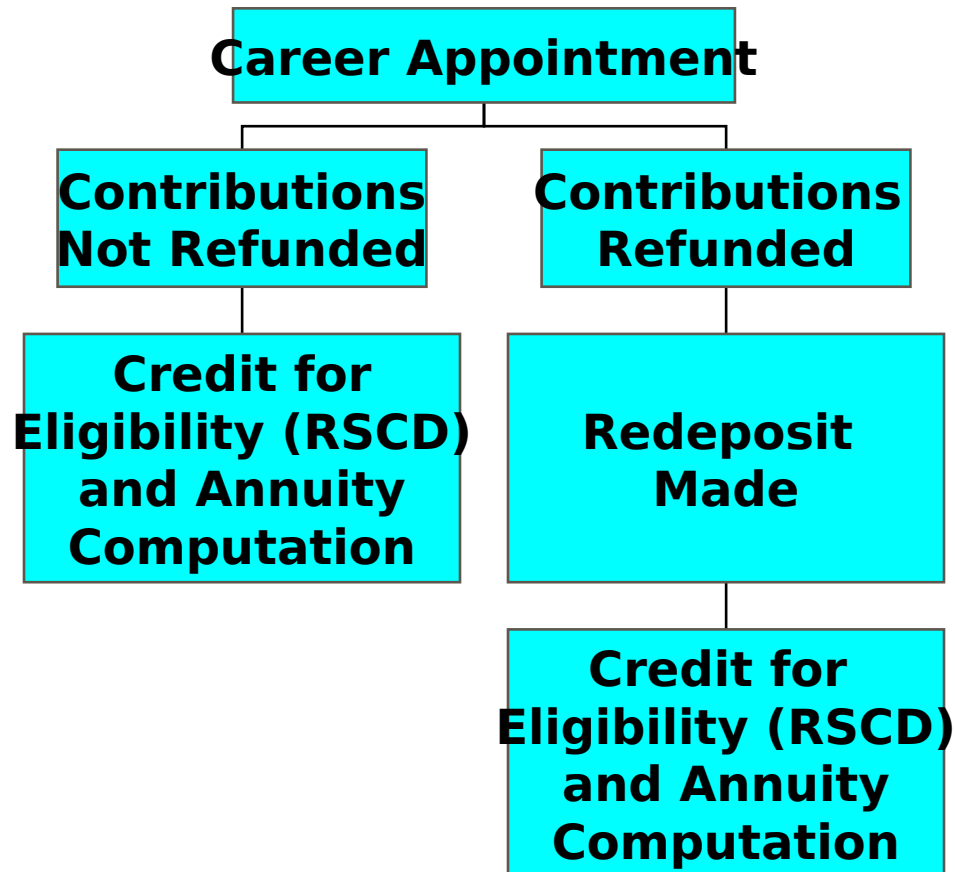
- **A sum of money paid into the Fund by an employee or survivor to cover a period of service during which deductions were withheld but later refunded under CSRS provisions**
- **Redeposit = Amount of refund plus interest**

**Note:** Redeposit may be made before or after retirement.



# REDEPOSIT SERVICE

## CSRS Redeposit Service



# REDEPOSIT SERVICE CSRS

**Before 10/01/90**

**After 09/30/90**

**Contributions Refunded  
Before 10-01-90  
and Not Disability Retirement  
or Death In Service**

**Redeposit Not Made**

**Redeposit Made**

**Credit for Eligibility (RSCD)  
and Annuity Computation  
Annuity Actuarially  
Reduced**

**Credit for Eligibility (RSCD)  
and Annuity Computation**

**Contributions Refunded  
After 09-30-90  
and Not Disability Retirement  
or Death In Service**

**Redeposit Not Made**

**Redeposit Made**

**Credit for Eligibility (RSCD)  
No credit for  
Annuity Computation**

**Credit for Eligibility (RSCD)  
and Annuity Computation**

# REFUNDED SERVICE

**DEFINED AS: FERS Service for which retirement contributions were refunded to you.**



**NO FERS REDEPOSIT ALLOWED!**

**Note:**

- FERS with CSRS component, CSRS rules apply
- FERS with no CSRS component, FERS rules apply

# MILITARY DEPOSIT

## CSRS/FERS



# **PRE 01-01-57 MILITARY SERVICE**

No deposit required for creditable  
military service performed prior to  
01-01-57



***It's Free!!***

# CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE

## CSRS

IN RECEIPT OF  
MILITARY RETIRED PAY

Based on Non -  
Combat  
Disability or  
Service

No Credit  
unless  
Military  
Retired  
Pay is  
waived

Based on  
Combat  
Disability or  
Chap 67, Title  
10 (Reserves)

Hired Before  
or After 10-  
01-82? See

Next Slide

## FERS

IN RECEIPT OF MILITARY  
RETIRED PAY

Based on Non - Combat  
Disability or Service

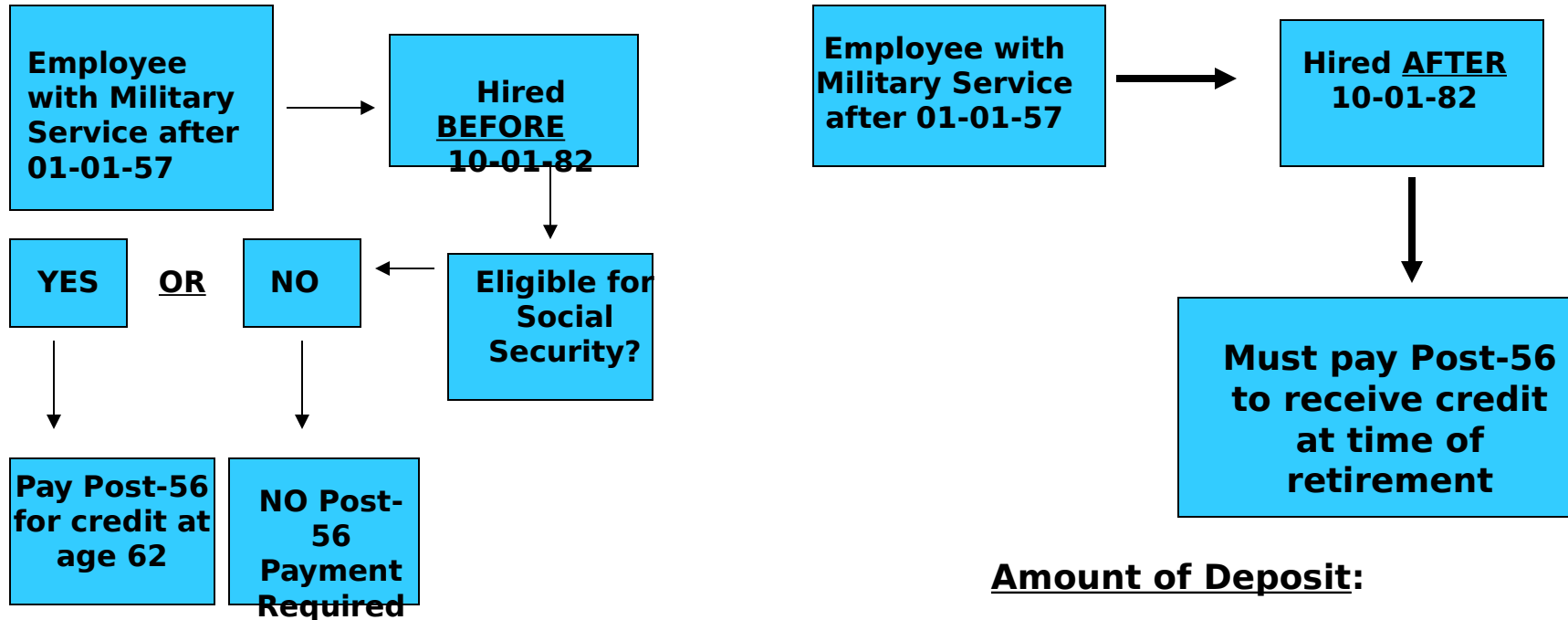
No Credit unless Military  
Retired Pay is waived

Based on Combat  
Disability or Chap  
67, Title 10  
(Reserves)

Must Pay to receive credit for  
Eligibility (RSCD) & Annuity  
Computation

# CSRS

## CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE



### Amount of Deposit:

**\*7% of base pay earned +  
Interest**

**\*Varies by  
the date service was  
performed**

# **FERS POST-56 MILITARY SERVICE**

**Military Service  
on/after 01-01-57**

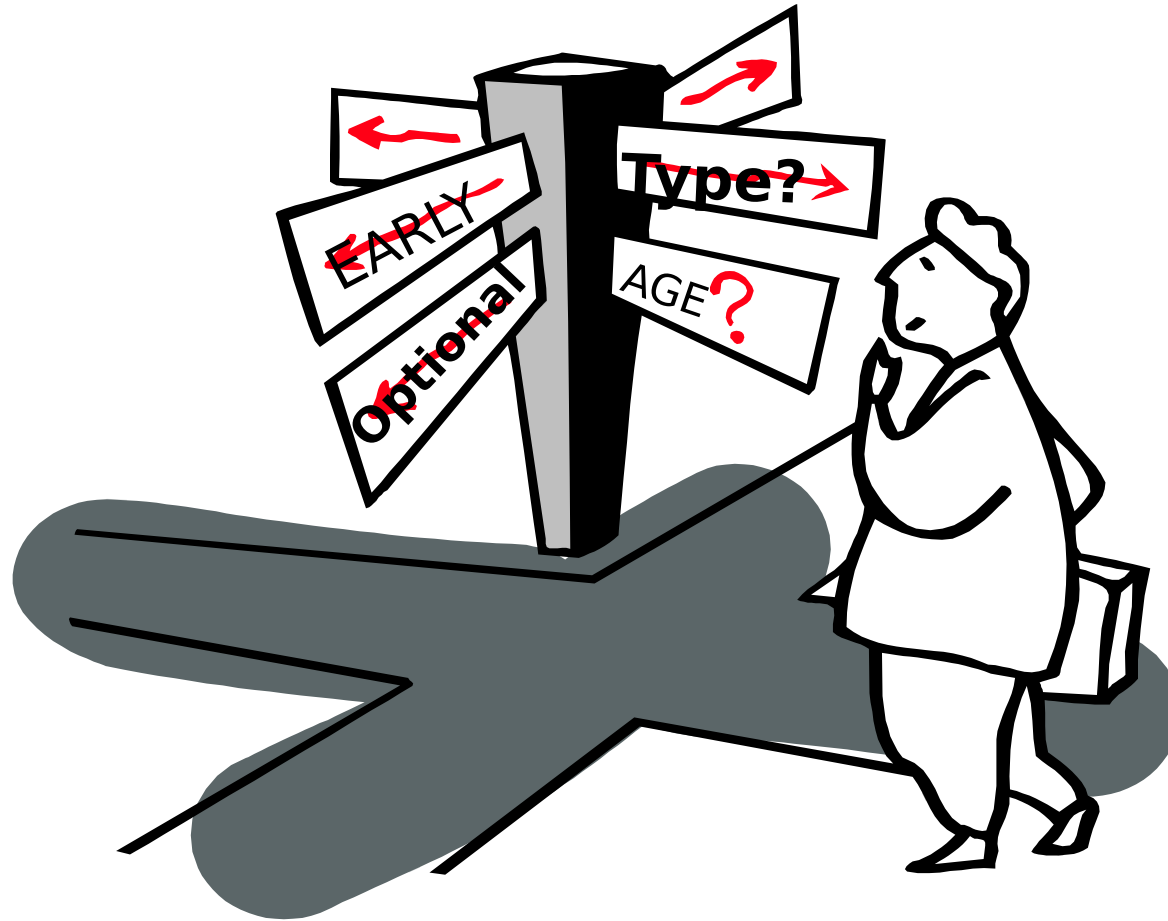


**Must Pay to receive  
credit for Eligibility  
(RSCD) & Annuity  
Computation**

## **Amount of Deposit:**

**- 3% of basic pay earned +  
interest - May  
vary by date service was performed**

# RETIREMENT REQUIREMENTS



# **GENERAL ELIGIBILITY REQUIREMENTS**

## **CSRS**

- **Have at least 5 years of civilian service with the Federal Government**
- **Have been employed under CSRS for at least 1 year out of the last 2 years preceding your final separation from Federal employment**
- **Must separate from a position subject to CSRS coverage**

## **FERS**

- **Have at least 5 years of civilian service with the Federal Government**
- **Minimum Retirement Age (MRA)**
- **Must separate from a position subject to FERS coverage**

# **OPTIONAL RETIREMENT**

## **CSRS**

## **FERS**

- **Age 55 with 30 years of service**

- **Age 60 with 20 years of service**

- **Age 62 with 5 years of service**

- **Must have at least 5 years creditable civilian service**

- **Military service or sick leave may not be used to reach the 5 year rule**

- **Minimum retirement age (MRA) w/30 years svc**

- **60 years of age with 20 years service**

- **62 years of age with 5 years service**

- **MRA with at least 10 years but not more than 30 years service:**

- **5% reduction for each year under age 62**

# **FERS MINIMUM RETIREMENT AGE (MRA) + 10**

## **➤ POSTPONING RETIREMENT BENEFITS**

- **Separating employees can reduce or eliminate the 5% age reduction by postponing the commencing date of their MRA + 10 annuities**
- **Sick leave is creditable in the computation of the CSRS Component for postponed MRA + 10 retirement benefits**
- **FEHB and FEGLI coverage may be reinstated prospectively if at time of separation the employee was**

# **FERS**

## **MRA + 10 CHART**

<b>IF YEAR OF BIRTH IS...</b>	<b>THE MINIMUM RETIREMENT AGE IS...</b>
<b>BEFORE 1948</b>	<b>55</b>
<b>1948</b>	<b>55 &amp; 2 MONTHS</b>
<b>1949</b>	<b>55 &amp; 4 MONTHS</b>
<b>1950</b>	<b>55 &amp; 6 MONTHS</b>
<b>1951</b>	<b>55 &amp; 8 MONTHS</b>
<b>1952</b>	<b>55 &amp; 10 MONTHS</b>
<b>1953-1964</b>	<b>56</b>
<b>1965</b>	<b>56 &amp; 2 MONTHS</b>
<b>1966</b>	<b>56 &amp; 4 MONTHS</b>
<b>1967</b>	<b>56 &amp; 6 MONTHS</b>
<b>1968</b>	<b>56 &amp; 8 MONTHS</b>
<b>1969</b>	<b>56 &amp; 10 MONTHS</b>
<b>1970 &amp; AFTER</b>	<b>57</b>

**NOTE: SINCE EMPLOYEES BORN IN 1948 DO NOT REACH AGE 55  
UNTIL 2003, THE MRA UNTIL THAT DATE IS 55**

# **VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)**

## **CSRS**

- Age 50 with 20 years of creditable service
- Any age with 25 years of creditable service

### **EFFECT ON EMPLOYEE BENEFITS:**

- 2% reduced annuity for each year under 55
  - Annuity starts day after retirement if retirement is effective within first three days of month
  - Annuity starts first day of following month if retirement is effective after third day of month

## **FERS**

- Age 50 with at least 20 or more years of service
  - 5 years of the 20 must be creditable civilian service
- Any age with at least 25 years of service
  - 5 years of the 25 must be creditable civilian service

### **EFFECT ON EMPLOYEE BENEFITS:**

- No age reduction under FERS for early retirement
  - Unless employee has a CSRS component, CSRS portion of annuity will be reduced 2% each full year under age 55

**NOTE: You will receive Annuity Supplement if:**

- You retire at or after your MRA
- If not, you will receive it once you reach your MRA

# FERS

## ANNUITY SUPPLEMENT

- **An estimated amount of Social Security benefits earned during FERS service**
- **Benefit paid until age 62 to certain FERS employees who retire before age 62 and are entitled to an immediate annuity**
- **Eligibility:**
  - **Has at least 1 calendar year of FERS service and**
  - **Retires with an immediate annuity...**
    - **At or after MRA with 30 years**
    - **At age 60 with 20 years of service**
    - **At or after MRA under Early/DSR Retirement provisions (major RIF, reorganization)**
    - **Under Special Provisions (i.e., FF, LEO, etc.)**
- **Individuals NOT Eligible for Annuity Supplement**
  - **Disability Retiree**
  - **MRA + 10 provision**
  - **Deferred Annuity**
  - **Retiring at age 62 or older**
- **Duration of Retiree Annuity Supplement**
  - **Payable through the earlier of the following dates:**
    - **Last day of the month the retiree becomes age 62 or**
    - **Last day of the month before the first month retiree is entitled to Social Security benefits.**

# DEFERRED RETIREMENT

## CSRS

- A deferred annuity is payable at age 62 to an individual who separates from service and is not entitled to an immediate annuity

- At least five years of civilian service
- Must meet the one-out-of-two requirement at the date of separation from service
- Has not taken a refund of retirement deductions for the last period of service
- Not eligible for FEHB & FEGLI

## FERS

- If you leave Federal service before meeting age and service requirements to retire:

- You may receive a deferred annuity at age 62 with at least 5 years of creditable service or at the minimum retirement age (MRA) with at least 10 years of creditable service (5% age reduction)

IF:

- You are not eligible for an immediate annuity within 1 month of separation; and
- You meet the minimum 5 years of creditable civilian service requirement at time of separation; and

~~You do not take a refund of retirement deductions payable.~~ **Note: FERS Annuity Supplement is not payable. Your application for retirement is sent directly to OPM.**

# **CSRS/FERS RETIREMENT SYSTEM**

**AGE**

**TOTAL SERVICE**

**Date of Retirement    Date of Retirement**

**- Date of Birth**

**- Retirement SCD**

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**Age at Retirement**  
**Service**

---

**Length of**

# UNUSED SICK LEAVE

## CSRS

1. Must retire on an immediate annuity
2. Added to length of service for computation purposes only
3. Additional time computed on the basis of a 2087 hour work year
4. May increase survivor annuity



## FERS

1. For individual mandatorily covered by FERS:  
-- No credit for any unused sick leave
2. For an employee who has transferred to FERS with a Civil Service component, the amount of sick leave credited is the lesser of:  
  
--Sick leave balance on date of transfer to FERS  
  
--OR--  
  
--Sick leave balance on date of retirement

## Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

DAYS	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	146	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

# Example: Computing Total Service with Unused Sick Leave

<u>AGE</u>	<u>TOTAL SERVICE</u>
2003-03-31	2003-03-31
- (DOB) 12-05	- (DOB) 03-12 (Ret-
(DOB) 63-03-26	SCD) 25-00-
	19
<u>Unused Sick Leave</u>	
1136 hours	+ 00-06-16
=	25-06-
63 years	= 25y 07m
	05d

# ANNUITY COMPUTATION

## CSRS FORMULA

**1.5% X High-3 avg salary X  
first 5 years of service**

**plus**

**1.75% X High-3 avg salary X  
next 5 years of service**

**plus**

**2.0% X High-3 avg salary X  
all years and months of  
service over  
10 years**

**(includes unused sick leave)**

**- Best date to retire for  
annuity purposes is either the**

## FERS FORMULA

**High-3 avg salary X 1.0% X yrs and  
mths of service**

**High-3 avg salary X 1.1% X yrs and  
mths of service if employees are age  
62 with 20+ yrs svc**

**- Best date to retire for annuity  
purposes is the last day of the  
month.**

# **CSRS**

## **REDUCTIONS      DEDUCTIONS**

- **Age Reduction (VERA/DSR)**
- **Deposit/Redeposit Service**
- **Election of Survivor Benefits**
- **Post-56 Military Service**
  - **Applies to CSRS Employee hired before 10-01-82 known as “Catch 62” if eligible for Social Security**
- **Health Benefits**
- **Life Insurance**
- **Federal Income Taxes**
- **State Tax (If applicable)**

# FERS

## REDUCTIONS

- **Age Reduction (MRA+10)**
  - **CSRS Component (VERA/DSR)**
- **Deposit Service**
- **Election of Survivor Benefits**
- **Redeposit Service for CSRS component**

## DEDUCTIONS

- **Health Benefits**
- **Life Insurance**
- **Federal Income Tax**
- **State Tax (If applicable)**

# **SURVIVOR BENEFITS**

## **Types of Survivor Elections:**

### **CSRS**

- **Self only annuity (No survivor benefit)**
- **Current Spouse Survivor Annuity**
  - **Full (55% of your annuity)**
  - **Less (55% of a \$ amount)**
- **Former Spouse Survivor Annuity**
  - **Full (55% of your annuity)**
  - **Less (55% of a \$ amount)**
- **Combination of Current/Former Spouse Survivor Annuity**
- **Insurable Interest Survivor Annuity**

### **FERS**

- **Self only annuity (No survivor benefit)**
- **Current Spouse Survivor Annuity**
  - **Full (50% of your annuity)**
  - **Less/partial (25% of your annuity)**
- **Former Spouse Survivor Annuity**
  - **Full (50% of your annuity)**
  - **Less/partial (25% of your annuity)**
- **Combination of Current/Former Spouse Survivor Annuity**
- **Insurable Interest Survivor Annuity**

# CSRS SURVIVOR BENEFIT COST & REDUCTION

- **Cost = 2.5% of base annuity up to \$3,600 plus 10% of base annuity over \$3,600**

**Example: \$22,500 base annuity (Max elected)**

$\$3,600 \times 2.5\%$	$=$	$\$$
$\$18,900 \times 10\%$		
$= + \$1,890$		
<b>Reduction/Cost</b>	<b>=</b>	<b>\$1,980 yearly</b>

~~\*Survivor will receive 55% of base annuity = \$12,375~~

**Example: \$22,500 base annuity (\$3,600 elected)**

$\$3,600 \times 2.5\%$	$=$	
$\$90.00$		
<b>Reduction/Cost</b>	<b>=</b>	<b>\$90.00 yearly</b>

**\*Survivor will receive 55% of \$3,600 annuity = \$1,980 yearly**

# FERS SURVIVOR BENEFIT COST & REDUCTION

- **Full/Max (50%) will cost = 10% of annuity**
- **Partial (25%) will cost = 05% of annuity**

**Example: Maximum (50%) elected**

**Basic Annuity = \$12,000**

**$\$12,000 \times 10\% = -$**

**1,200 yearly cost After Reduction =  
\$10,800 yearly annuity**

**\*Survivor will receive 50% of annuity = \$6,000**

**Example: Partial (25%) elected**

**Basic Annuity = \$12,000**

**$\$12,000 \times 05\% = -$**

**600 yearly cost After Reduction =  
\$11,400 yearly annuity**

**\*Survivor will receive 25% of annuity = \$3,000**

# DISABILITY RETIREMENT

## CSRS

- Definition of disability - unable to render useful & efficient service because of disease or injury
- Must be in a position covered by CSRS
- Minimum of 5 years creditable civilian service
- Disability annuity **IS** subject to Federal tax

## FERS

- Definition of disability - unable to render useful & efficient service because of disease or injury
- Must be in a position covered by FERS
- Minimum of 18 months creditable civilian service
- Disability annuity **IS** subject to Federal tax

# DISABILITY RETIREMENT

## CSRS

- Submit all forms for regular retirement **PLUS:**
  - SF 3112A - Applicant's Statement of Disability
  - SF 3112B - Supervisor's Statement
  - SF 3112C - Physician's Statement
  - SF 3112D - Agency Certification of Reassignment and Accommodation Efforts

## FERS

- Not eligible for FERS supplemental annuity
- Required to apply for Social Security benefits
- Submit all forms for regular retirement **PLUS:**
  - SF 3112A - Applicant's Statement of Disability
  - SF 3112B - Supervisor's Statement
  - SF 3112C - Physician's Statement
  - SF 3112D - Agency Certification of Reassignment and Accommodation Efforts

# DEATH-IN-SERVICE CSRS/FERS

- If you die while still an active employee, your survivor **MAY** be entitled to death benefits
- In the event of your death, your survivor needs to contact the local Civilian Personnel Advisory Center (CPAC)
- CPAC will contact ABC-C
- An ABC-C counselor will contact the survivor within 24 hours

# NON-APPROPRIATED FUND (NAF)

## RETIREMENT PROCESSING

- NAF Retirement System - Contact NAF
- Appropriated Fund Retirement Plan - Contact the ABC-C



**PERSONNEL PROFESSIONALS IN  
PARTNERSHIP**

# FEHB & RETIREMENT

Self Only



Self & family

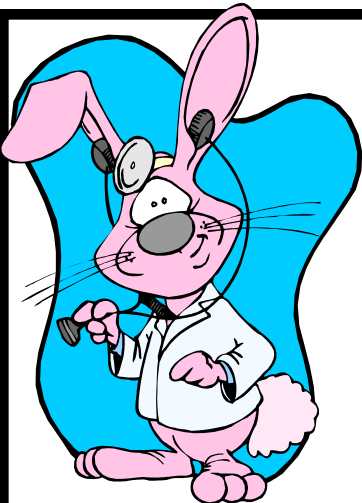
**Additional Information:**  
**[www.opm.gov/insure/health](http://www.opm.gov/insure/health)**  
**OPM Tel: 1-888-767-6738**

# FEHB & RETIREMENT

## Continuation into Retirement



- Retire on an immediate annuity
- Insured on date of retirement
- Covered for the 5 years of service prior to retirement  
OR since your FIRST opportunity to enroll
- Coverage as a family member under FEHB or  
CHAMPUS/TRICARE counts towards 5 year requirement,  
however, employee must be enrolled in FEHB prior to  
retirement.



# FEHB & RETIREMENT

## Continuation into Retirement

### Requirements for automatic waiver during Agency Buyout Period

- Enrolled continuously since December 30, 2003 **or** the beginning date of an agency's latest statutory buyout authority.
- Employee(s) must:
  - Retire during the agency's statutory buyout period; **and**
  - Receive a buyout under the agency's statutory buyout period; **or**
  - Take **Early** Optional Retirement as a result of above; **or**
- Take a Discontinued Service Retirement (DSR) based on an involuntary separation due to RIF, directed reassignment, <sup>58</sup>

# FEGLI & RETIREMENT



**Additional Information:**  
[www.opm.gov/insure/life](http://www.opm.gov/insure/life)  
e OPM Tel: 1-888-767-6738

# FEGLI & RETIREMENT

## Continuation into Retirement

- Retires on an immediate annuity
- Insured on date of retirement
- Insured for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll

-Election Form: SF2818- Continuation of Life Insurance Coverage.



# FEGLI & RETIREMENT

## BASIC LIFE OPTIONS:

- Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus \$2,000. Ex: \$36,400 = \$37,000 + \$2,000 = Amt of Basic Ins \* \$39,000

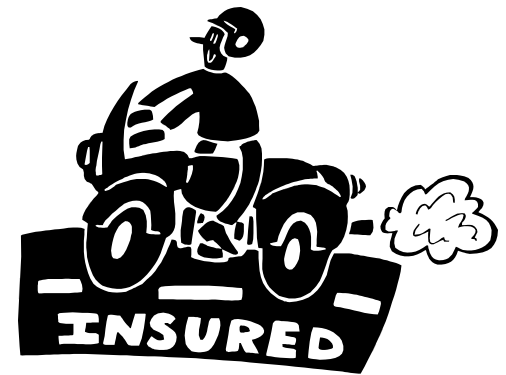
Options	Before age 65	After age 65
1. 75% reduction	BIA x .3250 (per \$1,000) ex: \$12.68 per mth	NO COST <i>Coverage reduces 2% per mth for 37.5 mths until it reaches a final value of \$9,750</i>
2. 50% reduction (\$1,000) ex: \$23.40 per mth	BIA x .9250 (per \$1,000)	BIA x .6000 (per \$1,000) ex: \$36.08 per mth <i>Coverage reduces 1% per mth for 50 mths until it reaches a final value of \$19,500</i>
3. NO reduction (\$1,000)	BIA x 2.1550 (per \$1,000) ex: \$84.05 per mth	BIA x 1.8300 (per \$1,000) ex: \$71.37 per mth

# FEGLI & RETIREMENT

## OPTION A - STANDARD COVERGE:

- OPTION A - Standard = \$10,000

<u>Age Group</u>	<u>Monthly Cost</u>
Under 35	\$0.65
35 thru 39	\$0.87
40 thru 44	\$1.30
45 thru 49	\$1.95
50 thru 54	\$3.03
55 thru 59	\$5.85
60 thru 64	\$13.00
65 & above	NO COST



\*At Age 65 coverage reduces by 2% per mth for 37.5 mths until it reaches \$2,500

# FEGLI & RETIREMENT

## OPTION B - ADDITIONAL COVERAGE

### (1 - 5 MULTIPLES OF PAY):

- OPTION B - Ex: Annual Salary \$36,400. 1x Multiple elected =

<b>Age Group</b>	<b>Mthly Cost @ \$1000</b>	<b>*Mthly Cost</b>
Under 35	\$0.065	\$2.41
35 thru 39	\$0.087	\$3.22
40 thru 44	\$0.130	\$4.81
45 thru 49	\$0.195	\$7.22
50 thru 54	\$0.303	\$11.21
55 thru 59	\$0.607	\$22.46
60 thru 64	\$1.300	\$48.10
65 thru 69	\$1.538	\$56.91
70 thru 74	\$2.232	\$82.58
75 thru 79	\$3.098	\$114.63
80 & above	\$3.965	\$146.71

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO Reduction: Coverage and premium continues

# FEGLI & RETIREMENT

## OPTION C - FAMILY COVERAGE

### (1 - 5 MULTIPLES OF PAY):

- OPTION C - Spouse = \$5,000 (1x Multiple) / Each Child = \$2,500 (1x

Age Group	Mthly Cost per Multiple	Mthly Cost (1x)
Under 35	\$0.59	\$0.59
35 thru 39	\$0.74	\$0.74
40 thru 44	\$1.00	\$1.00
45 thru 49	\$1.30	\$1.30
50 thru 54	\$1.95	\$1.95
55 thru 59	\$3.14	\$3.14
60 thru 64	\$5.63	\$5.63
65 thru 69	\$6.50	\$6.50
70 thru 74	\$7.37	\$7.37
75 thru 79	\$9.75	\$9.75
80 & above	\$13.00	\$13.00

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end

NO Reduction: Coverage and premium will continue

# TSP & RETIREMENT



**TSP Service Office  
National Finance Center  
P.O. Box 61500  
New Orleans, LA**



**70161-1500  
Automated (Toll Free):  
1-877-968-3778  
Monday through Friday  
7:00 a.m. - 9:00 p.m. ET  
[www.tsp.gov](http://www.tsp.gov)**

# TSP & RETIREMENT

## OPTIONS:



- Automatic cashout (accounts less than \$200)
- Leaving money in the TSP
- Partial Withdrawal of at least \$1,000 (one time in career)
- Full Withdrawal
  - Single payment
  - Monthly payments
  - Life annuity

• Mi

### **HOW TO APPLY:**

**TSP-70 FORM -  
Withdrawal Request**

# **TSP Catch-Up Contributions**

- Open to TSP participants age 50 or older.
- Not eligible for agency automatic 1% matching contribution
- First opportunity to elect for 2005 is 12 December 04
- Limited to \$4,000 for year 2005
  - Must make new election each year

**Elections made via:  
EBIS at <https://www.abc.army.mil>  
IVRS at 1-877-276-9287**

# **LONG TERM CARE INSURANCE (LTC)**

**Offered  
by:  
John  
Hancock  
MetLife**

**Want to talk with a Certified  
Long Term Care Insurance  
Consultant?**

**Tel: 1-800-LTC-FEDS (1-800-582-  
3337)**

**TTY: 1-800-843-3557**

**Mon - Fri 8 a.m. - 8 p.m. EST**

**Sat 9 a.m. - 5 p.m. EST**

**Closed Sun and Federal holidays.**

**• <http://www.ltcfeds.com>**

# **Flexible Spending Accounts (FSA)**

**To receive more information  
regarding FSAs, please contact a  
SHPS counselor.**

**Email: [FSAFEDS@shps.net](mailto:FSAFEDS@shps.net)**

**Telephone: 1-877-FSAFEDS (372-  
3337)**

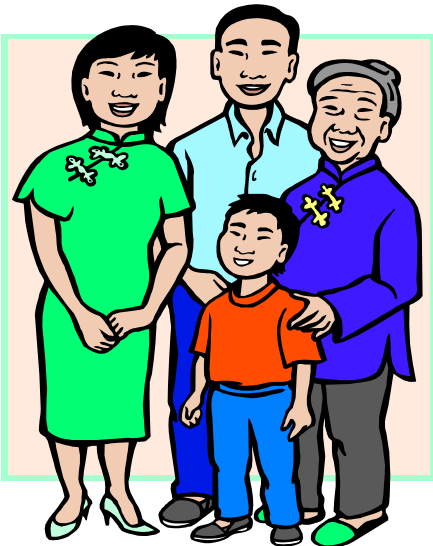
**TTY: 1-800-952-0450**

- Mon-Fri 9AM-9PM Eastern Time**
- Closed Weekends and Holidays**
- <http://www.fsafeds.com>**

# DESIGNATION OF BENEFICIARY

## ■ Order of Precedence:

- Court Order
- Designation of Beneficiary
- Widow or Widower
- Children (and/or descendants of deceased children)
- Parents
- Executor or administrator of estate
- Next of kin





# ABC-C RETIREMENT PROCEDURES & PROCESS

- 180 days prior to retirement:
  - Contact the ABC-C for retirement estimate & information
- 120-180 days prior to retirement:
  - Download forms from ABC-C website, or contact ABC-C for forms
  - Call ABC-C with questions on retirement estimate
  - Call ABC-C for help with the retirement forms
- 90-120 days prior to retirement:
  - Mail retirement forms to ABC-C
  - Good stateside address





# ABC-C RETIREMENT PROCEDURES & PROCESS

- ABC-C receives your retirement package:
  - Sends letter acknowledging receipt
  - Does quick review of retirement package
  - Sends letter requesting missing forms
  - Requests OPF
- 30-60 days prior to retirement:
  - Retirement package assigned to counselor





# ABC-C RETIREMENT PROCEDURES & PROCESS

- ABC-C retirement counselor:
  - Reviews OPF for service history
  - Thoroughly reviews retirement package for missing, incomplete, incorrect forms
  - Contacts you about missing forms
  - Contacts you for final retirement counseling
- 2 - 4 weeks prior to retirement:
  - Retirement package processing is completed
  - Retirement package is mailed to payroll
- Good Stateside Address





# ABC-C RETIREMENT PROCEDURES & PROCESS

- 2-4 weeks after retirement:
  - Final paycheck is received
  - Lump sum annual leave is paid
  - Lump sum VSIP is paid
  - Bi-weekly VSIP payments begin
- 8-10 weeks after retirement:
  - Receive 1st INTERIM payment
  - Receive letter from OPM with CSA number



**Office of Personnel  
Management Retirement  
Operations Center P.O. Box  
45  
Boyers, PA 16017**  
  
**[www.opm.gov](http://www.opm.gov)  
email: [retire@opm.gov](mailto:retire@opm.gov)**

**Tel: 1-888-767-**

**Social Security  
Administration  
[www.ssa.gov](http://www.ssa.gov)  
[www.medicare.gov](http://www.medicare.gov)  
Tel: 1-800-  
772-1213**

**IRS Publication 721**

**[www.irs.gov](http://www.irs.gov)**

# **FOR ADDITIONAL RETIREMENT INFORMATION**

**CONTACT THE ABC-C**

- **Toll Free 1-877-276-9287**
  - **Belgium: 0800-78245**
  - **Germany: 0800-1010282**
  - **Italy: 0800-780821**
- **Hearing Impaired TDD 1-877-276-9833**
- **Counselors available from 6 a.m. - 6 p.m.  
(CST)**
- **Web site: <https://www.abc.army.mil>**

# ANY QUESTIONS?

